

No Fear Act Report

Date as of September 30 - Fourth Quarter of the Fiscal Year

Complaint Activity	Compared Data					
	2004	2005	2006	2007	2008	2009
Number of Complaints Filed in Fiscal Year	681	613	568	486	462	494
Number of Complaints	609	551	520	446	423	445
Repeat Filers	59	51	45	33	29	31

Complaints by Basis	Comparative Data					
	2004	2005	2006	2007	2008	2009
Race	275	246	215	177	188	202
Religion	38	26	23	15	9	17
Retaliation	298	268	238	238	199	220
Sex	246	184	190	165	151	184
National Origin	112	95	81	72	64	63
Color	106	82	58	60	57	42
Age	189	192	155	130	118	130
Disability	165	142	146	121	102	115
Equal Pay Act	3	4	0	3	2	6

Complaints By Issues	Comparative Data					
	2004	2005	2006	2007	2008	2009
Appointment	47	27	26	14	14	14
Assignment	78	78	68	59	75	60
Awards	14	20	12	13	13	11
Conversion	1	0	0	3	0	0
Disciplinary Action - Demotion	7	6	1	3	3	2
Disciplinary Action - Reprimand	34	36	23	18	26	27
Disciplinary Action - Suspension	42	36	34	27	24	24
Disciplinary Action - Removal	18	17	10	16	10	9
Disciplinary Action - Other	30	23	22	21	30	20
Duty Hours	28	33	16	20	17	21
Evaluation/Appraisal	122	125	100	94	106	110
Examination/Test	1	0	2	0	0	2
Non Sexual Harassment	202	195	195	186	134	137
Sexual Harassment	29	24	35	20	30	26
Medical Examination	3	12	4	10	3	4
Pay Including Overtime	20	31	20	19	8	21
Promotion/Non-Selection	137	126	117	89	65	106
Denied Reassignment	6	7	14	10	8	13
Directed Reassignment	15	18	9	15	23	15
Reasonable Accommodation	20	30	39	16	18	24
Reinstatement	1	2	4	2	2	0
Retirement	3	4	4	5	3	4
Termination	39	44	23	35	30	33
Terms/Conditions of Employment	73	68	66	47	69	49
Time and Attendance	45	31	28	38	34	33
Training	29	29	23	21	22	21

Other	171	105	120	112	101	122
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Processing Time	Comparative Data					
	2004	2005	2006	2007	2008	2009
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	228	213	177	182	188	198
Average Number of Days in Final Action Stage	176	136	186	264	233	326
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	248	234	185	201	200	209
Average Number of Days in Final Action Stage	126	82	105	180	90	210
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	208	188	171	164	184	188
Average Number of Days in Final Action Stage	225	202	325	347	338	397

Complaints Dismissed by Agency	Comparative Data					
	2004	2005	2006	2007	2008	2009
Total Complaints Dismissed by Agency	121	106	104	59	64	69
Average Days Pending Prior to Dismissal	105	82	132	140	101	57
Total Complaints Withdrawn by Complaints	86	75	84	64	50	46

Total Final Action Finding Discriminaion	Comparative Data					
	2004	2005	2006	2007	2008	2009
Total Number Finding	10	13	2	2	1	1
Without Hearing	3	1	0	0	0	1
With Hearing	7	12	2	2	1	0

Findings of Discrimination Rendered by Basis	Comparative Data					
	2004	2005	2006	2007	2008	2009
Total Number of Findings	10	13	2	2	1	1
Race	5(50.00%)	2(15.38%)	0	0	1(100.00%)	1(100.00%)
Religion	0	0	0	0	0	0
Retaliation	6(60.00%)	3(23.08%)	1(50.00%)	0	0	1(100.00%)
Sex	2(20.00%)	6(46.15%)	0	2(100.00%)	1(100.00%)	1(100.00%)
National Origin	2(20.00%)	3(23.08%)	1(50.00%)	0	0	0
Color	1(10.00%)	1(7.69%)	0	0	0	1(100.00%)
Age	3(30.00%)	8(61.54%)	1(50.00%)	0	0	1(100.00%)
Disability	3(30.00%)	1(7.69%)	1(50.00%)	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2004	2005	2006	2007	2008	2009
Findings After Hearing	7	12	2	2	1	0
Race	4(57.14%)	2(16.67%)	0	0	1(100.00%)	0

Religion	0	0	0	0	0	0
Retaliation	4(57.14%)	3(25.00%)	1(50.00%)	0	0	0
Sex	2(28.57%)	6(50.00%)	0	2(100.00%)	1(100.00%)	0
National Origin	2(28.57%)	3(25.00%)	1(50.00%)	0	0	0
Color	1(14.29%)	1(8.33%)	0	0	0	0
Age	1(14.29%)	7(58.33%)	1(50.00%)	0	0	0
Disability	2(28.57%)	1(8.33%)	1(50.00%)	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2004	2005	2006	2007	2008	2009
Findings Without Hearing	3	1	0	0	0	1
Race	1(33.33%)	0	0	0	0	1(100.00%)
Religion	0	0	0	0	0	0
Retaliation	2(66.67%)	0	0	0	0	1(100.00%)
Sex	0	0	0	0	0	1(100.00%)
National Origin	0	0	0	0	0	0
Color	0	0	0	0	0	1(100.00%)
Age	2(66.67%)	1(100.00%)	0	0	0	1(100.00%)
Disability	1(33.33%)	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparative Data					
	2004	2005	2006	2007	2008	2009
Total Number of Findings	10	13	2	2	1	1
Appointment	1(10.00%)	4(30.77%)	0	0	0	0
Assignment	0	2(15.38%)	1(50.00%)	0	0	0
Awards	0	1(7.69%)	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	1(50.00%)	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	2(20.00%)	0	0	0	0	0
Disciplinary Action - Other	0	1(7.69%)	0	0	0	0
Duty Hours	0	0	0	1(50.00%)	0	0
Evaluation/Appraisal	4(40.00%)	3(23.08%)	2(100.00%)	1(50.00%)	0	1(100.00%)
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	3(30.00%)	5(38.46%)	1(50.00%)	1(50.00%)	1(100.00%)	0
Sexual Harassment	0	1(7.69%)	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	4(40.00%)	2(15.38%)	1(50.00%)	1(50.00%)	1(100.00%)	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	1(100.00%)
Reasonable Accommodation	0	0	1(50.00%)	0	0	0
Reinstatement	0	2(15.38%)	0	1(50.00%)	0	0
Retirement	0	0	0	0	0	0
Termination	1(10.00%)	0	0	0	0	0
Terms/Conditions of Employment	2(20.00%)	2(15.38%)	0	0	0	0
Time and Attendance	1(10.00%)	1(7.69%)	0	0	0	0
Training	0	1(7.69%)	0	1(50.00%)	0	0
Other	2(20.00%)	1(7.69%)	0	1(50.00%)	0	1(100.00%)

Findings of Discrimination Rendered by Issues	Comparative Data					
	2004	2005	2006	2007	2008	2009
Findings After Hearing	7	12	2	2	1	0
Appointment	1(14.29%)	3(25.00%)	0	0	0	0
Assignment	0	2(16.67%)	1(50.00%)	0	0	0
Awards	0	1(8.33%)	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	1(50.00%)	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	2(28.57%)	0	0	0	0	0
Disciplinary Action - Other	0	1(8.33%)	0	0	0	0
Duty Hours	0	0	0	1(50.00%)	0	0
Evaluation/Appraisal	1(14.29%)	3(25.00%)	2(100.00%)	1(50.00%)	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	3(42.86%)	5(41.67%)	1(50.00%)	1(50.00%)	1(100.00%)	0
Sexual Harassment	0	1(8.33%)	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	4(57.14%)	2(16.67%)	1(50.00%)	1(50.00%)	1(100.00%)	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	1(50.00%)	0	0	0
Reinstatement	0	2(16.67%)	0	1(50.00%)	0	0
Retirement	0	0	0	0	0	0
Termination	1(14.29%)	0	0	0	0	0
Terms/Conditions of Employment	1(14.29%)	2(16.67%)	0	0	0	0
Time and Attendance	1(14.29%)	1(8.33%)	0	0	0	0
Training	0	1(8.33%)	0	1(50.00%)	0	0
Other	2(28.57%)	1(8.33%)	0	1(50.00%)	0	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2004	2005	2006	2007	2008	2009
Findings Without Hearing	3	1	0	0	0	1
Appointment	0	1(100.00%)	0	0	0	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	3(100.00%)	0	0	0	0	1(100.00%)
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0

Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	1(100.00%)
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	1(33.33%)	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	0	0	1(100.00%)

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2004	2005	2006	2007	2008	2009
Total Complaints From Previous Fiscal Years	192	212	211	222	201	220
Total Complainants	170	193	192	210	191	208
Number of Complaints Pending in Investigation	12	9	15	18	11	9
Number of Complaints Pending in Hearing	101	97	76	76	82	123
Number of Complaints Pending in Final Action	76	103	116	121	104	88
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	144	142	160	161	168	176

Complaint Investigations	Comparative Data					
	2004	2005	2006	2007	2008	2009
Pending Complaints Where Investigation Exceeds Required Time Frames	145	161	124	123	118	131